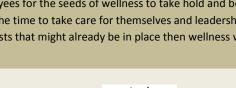
Workplace Wellness: Priorities in Action

Health is a state of being associated with freedom from disease and illness. Wellness is a positive component of health; sense of well-being; a product and it includes a person's ability to function effectively in meeting the demands of the day's work and to use free time effectively. It is connected to the possession of useful motor skills and good physical fitness. Both of these are needed to make full use of an effective wellness program in the workplace.

Creating a culture of wellness at work means adopting the approach of increasing the quality of work life and can be well worth the investment but in most cases it takes a significant paradigm shift in culture on the part of both employers and employees for the seeds of wellness to take hold and bear fruit. If employees do not feel like they can take the time to take care for themselves and leadership does not support and promote the healthy interests that might already be in place then wellness will not been seen as a priority.





What are we doing during the non-working hours of the day? A sedentary lifestyle can cause obesity and other health related risks.



Unhealthy Behaviors and Habits







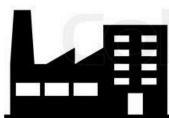








Most of your nonsleeping hours of a day are spent at work. American workers spend on average an extra 146 hours annually at work.



Mental Health issues have become a major occupational disease. In fact, Depression is becoming the leading mental health issue in the workplace of the 21st century. Estimates are 300 billion annually is spent on employee stress. Poor employee mental health can be a leading contributor to sick leave use and poor performance when employees are at work.



Workplace Wellness Realizing Positive Outcomes

What it looks like in **ACTION!**

Onsite fitness facilities Shower facilities Bike racks Walking trails Healthy food options No tobacco vending Computer access to E-health resources Quiet space Flex time for exercise Incentive rewards for wellness Wellness recognition Medical Benefit coverage for prevention **Financial Incentives** Supervisor Support

Leadership Support

The outcomes that can be realized from a responsive and supportive workplace wellness program can equate to lower healthcare costs, fewer employee sick leave days, a reduction in worker's compensation claims and fewer acts of presenteeism which impacts all of your staff. Some other positive outcomes are improving morale, reducing turnover and saving the lives of the most valuable resource you have at your organization. YOUR STAFF!

Evaluate



support the continuing effort.



Develop an infrastructure to support

There must be both a virtual-based and site-based

maintain momentum. Both must be consistently

making that we live in now it is vital, in order to

sustain your wellness program, to provide data to

the workplace wellness program.

presence for the employee to access and to

branded. In the world of data driven decision

workplace wellness program but also data to

not only support why you should begin a









Health Risk Assessment (HRA)s

HRAs can help the employee view his or her health risk factors. The HRA can provide a personalized plan for behavior change. The HRA can help employers gain valuable group data to identify greatest health risk factors, attitudes, readiness and perceptions of the wellness program over time. HRAs must be confidential and provide a way to measure the success of employees and connect progress to rewards.

Quality of Worklife Model

The first step is to recognize the need for change. Then for the program to have a chance leadership must be brought on board to realize the ROI for Workplace Wellness leveraged against health care costs. The model is centered on fun activities that build morale and support the individual wellness goals of employees. It is a good fit for smaller organizations. This model is a good doorway for organizations just getting started with branding and promoting wellness.

NOTES

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